

ENROLLED ORDINANCE 158-5

RATIFICATION OF 2002-2003-2004 HIGHWAY COLLECTIVE BARGAINING AGREEMENT

WHEREAS Waukesha County has engaged in collective bargaining with employees represented by Teamster's Local 200, and

WHEREAS the parties have reached a tentative agreement, subject to the ratification by the Waukesha County Board of Supervisors.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA DOES ORDAIN that the following recommendations of the Personnel Committee and accompanying changes in wages, hours, and working conditions of employees represented by Teamsters Local 200 be approved.

SECTION I. Contract Language and Personnel Policy

- A. Modify the collective bargaining agreement to cover the years 2002-2003-2004.
- B. Change references from Transportation Department and Highway Department to Department of Public Works.
- C. Delete language on shift selection preferences.
- D. Modify compensatory time language to provide that employees may request a pay out accrued but unpaid compensatory time by April 30th of the calendar year.
- E. Effective upon ratification amend mileage reimbursement to provide that the reimbursement level will be made at the level established by the IRS. Modify car pool incentive to provide the following: three (3) people in a vehicle fifteen cents (15¢) per mile; four to five (4-5) people in a vehicle twenty-five cents (25¢) per mile; six plus (6+) people in a vehicle thirty-five cents (35¢) per mile.

SECTION II. Benefits

- A. Effective January 1, 2004, the County will provide a Post Employment Health Reimbursement Plan (VEBA) to regular full-time employees. The County will contribute \$200 annually for each eligible employee.
- B. Effective January 1, 2004, amend the sick leave payout provisions upon retirement to provide for a County contribution into the Post Employment Health Reimbursement Plan equivalent to the value of sixty-five percent (65%) of their unused sick leave when an eligible employee retires.
- C. Effective January 1, 2004, the County will provide a Long Term Disability Insurance Plan to regular full-time employees following the completion of six

(6) months of employment.

D. Effective January 1, 2004, the County will provide employees the opportunity to participate in the Section 125 Medical Reimbursement Plan.

E. Effective January 1, 2004, modify the CompCare HMO health insurance plan. Plan modifications as follows:

1. Life time maximum 2 million
2. Emergency room copay - \$25 life threatening; \$50 urgent care
3. Office visit \$10
4. Inpatient copay \$50 per day, maximum \$250 per occurrence
5. Medical equipment copay \$25
6. Skilled home care copay \$10
7. Drug copay \$10 generic/\$20 brand/\$30 out-of-formulary

F. Modify the Point-Of-Service health insurance plan as follows:

1. Effective July 1, 2003, change the prescription drug co-pay to \$10 generic/\$15 brand/\$25 out-of-formulary.
2. Effective January 1, 2004, modify the in-network benefit plan to provide as follows: 90%/10% coinsurance; \$100 single/\$300 family deductible; \$400 single/\$800 family out-of-pocket co-insurance maximum.

SECTION III. Classification and Compensation

A. Across-the-board increase of three percent (3%) shall be applied to the 2001 rates of pay effective December 29, 2001.

B. An across-the-board increase of three percent (3%) shall be applied to the 2002 rates of pay effective December 28, 2002.

C. A wage adjustment of ten cents (10¢) per hour shall be applied to all classifications effective June 28, 2003 after the across the board increase.

D. A wage adjustment of twenty-five cents (25¢) per hour shall be applied to all classifications effective December 27, 2003 after the across the board increase.

E. An across-the-board increase of three percent (3%) shall be applied to the 2003 rates of pay effective December 27, 2003.